

**EMPLOYEE WELL-BEING & ENGAGEMENT COMMITTEE
MEETING MINUTES
WEDNESDAY, NOVEMBER 12, 2025
~~SECOND TUESDAY~~ OF THE MONTH FROM 2:15 TO 3:00 P.M.**

Table 1: List of Members

<input checked="" type="checkbox"/> Sandra Bauman, Dean/CEO (Chair)	<input checked="" type="checkbox"/> Abby Rausch, Director of Marketing
<input type="checkbox"/> Kim Caldwell, Academic Coach & Tutor Coord.	<input checked="" type="checkbox"/> Cari Schwen, Exec. Director of Fiscal Services
<input checked="" type="checkbox"/> Rick Henry, Life Science Instructor	<input checked="" type="checkbox"/> Christy Stergar, CEC Program Manager
<input type="checkbox"/> Keri Jaynes, Math & Physics Instructor	<input checked="" type="checkbox"/> Anna Thennis, TRIO, MT 10 Program Director
<input checked="" type="checkbox"/> Amy Kong, Director of eLearning/Fac. Dev	<input checked="" type="checkbox"/> Mary Twardos, Human Resources Generalist, Recorder
<input checked="" type="checkbox"/> Courtney Radke, Nursing Instructor	<input type="checkbox"/> Joyce Walborn, Math Instructor

Mission and Purpose:

The Employee Well-being and Engagement Committee is dedicated to fostering an inclusive and supportive environment where every employee feels valued, recognized, and invited to participate fully in the life of our organization. Our mission is to celebrate the contributions of our workforce, promote opportunities for social connection and community building, and provide intentional support for new employees.

We are committed to creating a workplace that encourages work-life balance through initiatives such as celebrations, volunteer opportunities, family-friendly activities, and the promotion of restorative breaks and physical movement. We prioritize the mental and physical well-being of our employees by offering access to wellness resources, professional development, and staff events through the Montana University system.

Our goal is to build a cohesive campus community by providing opportunities for team building through social activities and offering a robust support network for all employees. Through these efforts, we aim to cultivate a thriving and engaged workforce committed to the success and well-being of each individual and the organization as a whole.

Mastermind Discussion:

Agenda:

- **Approve October Minutes:** review minutes and make edits if needed. They will be posted to the EWE webpage usually two days after the meeting.

Holter's W conference room, 145 max capacity: Rick

- Engagement group will get together to talk about ideas to use the space
- No update

Workgroup report Wellness: Amy for Joyce

- MUS Wellness Allocation application for yoga in the spring approved and paid. \$50 per class for 8 weeks = \$400
- Care packages have been ordered and are in production. Thank you, Abby!
- Information rack in DON breakroom and AP breakroom
 - a. Christy will paint the wooden rack to put in DON
 - b. Joyce looked at AP break room. No floor space for a standing rack but the only wall is concrete. When we have materials to display we can revisit how to make them available.
- Tai Chi – cancelled last 4 sessions due to no attendance
- MUS Wellness is ending Personify and switching to BCBS offerings. Benefits-receiving employees are encouraged to enroll in Well on Target and earn incentive rewards, track healthy habits, sync fitness devices and participate in challenges.
- Walks are still happening

Workgroup report Engagement: Abby

- Not met in a while, meeting tomorrow
- **Holiday Cheer** – historically different groups have managed holiday cheer. Anna added think for 2024 different folks volunteered to run an event.
 - Find the Elf in 2024 Robyn ran, Sandy will ask Robyn if she wants to take on for 2025
 - Ornament exchange - Mary will run, Tuesday, December 16th, 2025, 12:15-1:00
 - Snacks holiday- Library did in 2024, Kim & Trish bought snacks & hot cocoa
 - Cookie exchange – Mary & Cari will run, Monday, December 22nd, 2025. Mary will book the Student Center for 11-1pm.
 - 15 days of Christmas Gift Exchange - Robyn & Kylie ran in 2024, Sandy will ask Robyn if she wants to take on for 2025
 - Door decorating –Anna will visit with Staff Senate if they are running this year.

Adjourned: 2:46 pm